

INCREASED COMPENSATION TO SUBSTITUTE  
EMPLOYEES IN THE POSTAL SERVICE

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DECEMBER 13 (legislative day, DECEMBER 7, 1943).—Ordered to be printed

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Mr. McKELLAR, from the Committee on Post Offices and Post Roads,  
submitted the following

## REPORT

[To accompany H. R. 2836]

The Committee on Post Offices and Post Roads to whom was referred the bill (H. R. 2836) to grant increased compensation to substitute employees of the Postal Service, and for other purposes, having considered the same, report it back with amendments and, as amended, recommend that the bill do pass.

The amendments recommended by your committee are as follows:

On page 2, line 15, after the word "for" insert the words "not exceeding three years of".

On page 3, line 4, after the word "during", insert the words "three years of"; and

In line 5, after the word "service", insert the words "immediately prior to the approval of this Act".

The above amendments are recommended because, in the opinion of your committee, an advance in hourly compensation from 65 cents to 74 cents is deemed to be sufficient inducement for substitutes with 3 or more years of computed continuous service to remain in their present positions particularly in view of the fact that they may gain further increases in hourly compensation by remaining in the Postal Service as is illustrated by the following comparative statement prepared by the Post Office Department:

## COMPARATIVE STATEMENT SHOWING HOW H. R. 2836 WOULD OPERATE

Successive increases for length of service are allowed regulars and this bill extends the principle to substitutes.

Substitute clerk-carrier, the largest substitute group, is used for this illustration.

The bill is applicable to all substitute employees in the Postal Service.

It applies equitably to all groups, in harmony with salaries fixed by law for regulars.

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The substitute increases are 1 year behind the regulars, as shown by the following table:

	Substitute clerk-carrier		Regular clerk carrier (not changed by this bill)
	Present	Proposed	
2,448 hours, 306 days of 8 hours, 1 year of service.	65 cents per hour..	65 cents per hour..	69 cents per hour, \$1,700 per annum.
4,896 hours, 612 days of 8 hours, 2 years of service.	do.....	69 cents per hour..	74 cents per hour, \$1,800 per annum.
7,344 hours, 918 days of 8 hours, 3 years of service.	do.....	74 cents per hour..	78 cents per hour, \$1,900 per annum.
9,792 hours, 1,224 days of 8 hours, 4 years of service.	do.....	78 cents per hour..	82 cents per hour, \$2,000 per annum.
12,240 hours, 1,530 days of 8 hours, 5 years of service.	do.....	82 cents per hour..	86 cents per hour, \$2,100 per annum; the maximum successive grade of \$2,100 per annum is attained after 4 years of service.
14,688 hours, 1,836 days of 8 hours, 6 years of service.	65 cents per hour; increases not now allowed regardless of time or service.	86 cents per hour; maximum attained after 5 years of service.	

The estimated annual saving of public funds by the adoption of this amendment is over \$1,000,000.

The enactment of this legislation is recommended by the Postmaster General and approved by the Bureau of the Budget, as is shown by the following letter:

SEPTEMBER 8, 1943.

HON. KENNETH MCKELLAR,  
*Chairman, Committee on Post Offices and Post Roads,*  
*United States Senate.*

MY DEAR SENATOR MCKELLAR: Reference is made to your request for a report upon H. R. 2836, a bill to grant increases in compensation to substitute employees in the Postal Service and for other purposes.

Careful consideration has been given to this proposed legislation and the Department regards it as meritorious for the following reasons:

1. Successive automatic increases have been provided by legislation for nearly all regular employees in the Government service, and it would appear that similar provision should be made for the advancement of substitute employees for length of service.

2. Under the present method of employment, substitutes are often required to wait several years without any increase in the rate of pay, before receiving appointment to regular positions.

3. It is obvious that postal employees become more efficient with experience and this benefit to the service should be recognized by periodical increases in pay.

4. Aside from the equity in recognizing length of service, it is believed that improved morale among the postal workers would prove to be an important factor in favor of the successive increases proposed by the bill.

5. It is becoming increasingly difficult to obtain employees in the Postal Service at the present rates of pay, particularly to the position of substitute, since there is no prospect of increase in earnings until appointment to a regular position, the time of which is indefinite in most instances, and the increases proposed in this bill would tend to facilitate recruitment. Furthermore, it would provide a more stable force and in many instances decrease the percentage of turn-over in the substitute force caused by employees leaving the Postal Service to secure positions paying higher wages.

6. By increasing the hourly rate of pay of substitutes, they would secure an adequate wage, enabling them to establish homes with a greater degree of security. They would be encouraged to acquire the broader and more thorough knowledge of the Postal Service in all of its aspects so necessary in the proper performance of their duties.

7. The estimated additional cost of the successive increases proposed, \$5,272,162 per annum, would not be inequitable or disproportionate to the benefits accruing to the Postal Service and the public through increased efficiency.

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The Department is of the opinion that the proposed bill, as passed by the House of Representatives, would be in the interest of the Service and accordingly recommends that it be given favorable consideration.

It has been ascertained from the Bureau of the Budget that this report is in accord with the program of the President.

Very truly yours,

FRANK C. WALKER,  
*Postmaster General.*

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